Behaviour Management Policy

Little Monsters Day Nursery

1. Statement of Intent

At Little Monsters Day Nursery, we believe that children learn best in a safe, caring, and supportive environment where they feel valued and respected.

We are committed to promoting positive behaviour and supporting children's personal, social, and emotional development. Our approach is based on understanding each child's individual needs and helping them develop self-regulation, empathy, and respect for others.

This policy supports the requirements of the Early Years Foundation Stage (EYFS) and promotes equality, inclusion, and safeguarding.

2. Legal Framework

This policy is informed by:

- Early Years Foundation Stage (EYFS) Statutory Framework
- Equality Act 2010
- Children Act 2004
- SEND Code of Practice
- Safeguarding and Welfare Requirements

3. Aims and Objectives

We aim to:

- Promote positive behaviour and self-discipline
- Support children to understand boundaries and expectations
- Encourage kindness, cooperation, and respect
- Build children's confidence and self-esteem
- Work in partnership with parents
- Prevent discrimination, bullying, and exclusion

4. Named Behaviour Leads

The setting has designated staff responsible for behaviour management:

- **Behaviour Lead/SENCo:** Charlotte Chalonor
- **Manager:** Shweta Ganger

They are responsible for:

- Keeping up to date with guidance and legislation
- Supporting staff with behaviour strategies
- Accessing external professional support where required
- Ensuring staff receive appropriate training

5. Roles and Responsibilities

Manager and Senior Staff

- Ensure this policy is implemented consistently
- Monitor behaviour management practices
- Provide staff supervision and support
- Liaise with external agencies when needed

Staff and Key Persons

All staff are responsible for:

- Acting as positive role models
- Using calm, respectful communication
- Applying strategies consistently
- Observing and recording behaviour where necessary
- Supporting children’s emotional development

Parents and Carers

Parents are expected to:

- Share relevant information
- Work in partnership with staff
- Support agreed strategies at home

6. Our Approach to Behaviour Management

We use positive, supportive, and developmentally appropriate strategies, including:

- Praising positive behaviour
- Acknowledging children's feelings
- Setting clear and consistent boundaries
- Offering choices and explanations
- Encouraging problem-solving
- Supporting emotional regulation

We do not use punitive or humiliating methods.

7. Strategies for Managing Challenging Behaviour

Where children display challenging behaviour, staff will:

- Remain calm and patient
- Acknowledge the child's emotions
- Explain why behaviour is inappropriate
- Support children to find alternative responses
- Redirect behaviour positively
- Provide comfort and reassurance
- Ensure children are never isolated

We ensure sufficient resources and activities to reduce conflict.

8. Prohibited Practices

The following are never used:

- Physical punishment (e.g. smacking, shaking)
- Threats or intimidation
- Shouting aggressively
- Humiliation or labelling
- Withholding food, drink, or comfort

Physical restraint is only used to prevent immediate harm and is recorded and reported to parents on the same day.

9. Supporting Children Under Three

We recognise that very young children are still developing emotional control.

Staff will:

- Respond sensitively to distress
- Provide comfort and reassurance
- Help children name emotions
- Support early communication
- Model calm behaviour

Behaviours such as biting or tantrums are managed through nurturing and guidance, not punishment.

10. Rough and Tumble Play and Fantasy Play

We recognise that physical and imaginative play is a normal part of development.

We will:

- Set clear safety boundaries
- Supervise closely
- Intervene where play becomes unsafe
- Use play as a learning opportunity
- Encourage empathy and fairness

11. Managing Hurtful Behaviour

Hurtful behaviour is addressed promptly and sensitively.

We will:

- Support both the child who is upset and the child responsible
- Help children understand the impact of their actions
- Encourage empathy
- Teach conflict resolution skills
- Avoid forced apologies
- Offer repeated support where needed

Where behaviour is persistent, we work closely with parents and professionals.

12. Bullying

We recognise that bullying involves repeated, intentional harm.

We will:

- Take all concerns seriously
- Listen to children and parents
- Stop harmful behaviour immediately
- Support affected children
- Work with the child displaying bullying behaviour
- Provide positive role modelling
- Never label children

Individual behaviour support plans may be developed where required.

13. Children with Additional Needs

Children with SEND or emotional needs will receive additional support.

We will:

- Work with parents and SENCo
- Develop individual support plans
- Seek external advice when appropriate
- Ensure inclusive practice

14. Recording and Monitoring

Significant behavioural incidents are recorded, including:

- Date and time
- Description of incident
- Action taken
- Staff involved
- Parent notification

Records are stored securely and reviewed regularly

15. Partnership with Parents

We believe positive behaviour is best supported through strong partnerships.

We will:

- Share information regularly
- Discuss concerns promptly
- Agree consistent strategies
- Provide guidance where needed

16. Staff Training and Development

All staff receive training in:

- Behaviour management
- Emotional development
- Safeguarding
- SEND awareness

Training is reviewed regularly.

17. Safeguarding and Welfare

Behaviour management forms part of our safeguarding responsibilities.

Any concerns relating to abuse, neglect, or emotional harm are managed in line with our Safeguarding Policy.

18. Policy Review

This policy is reviewed annually or when required by:

- EYFS updates
- Ofsted recommendations
- Changes in practice
- Serious incidents

19. Policy Adoption

This policy was adopted by: **Little Monsters Day Nursery**

Date: _____

Review Date: _____

Signed: _____

Role: Manager / Owner